

# WHO WE ARE & WHAT WE DO











#### We support people with

# CADS PURPOSE

To give people living with disabilities the opportunity to eliminate barriers that have prevented them in experiencing the Joy and Freedom of Snowsports.

Not only in a fun and inclusive environment that embraces diversity but in an accessible community that treats each individual with respect.

CADS supports and encourages over 2100 participants living with disabilities to be active for life and to work towards long term development. CADS also supports over 1600 certified instructors and over 1500 volunteers to fully participate and to develop their skills to achieve their greatest impact.







#### **CADS KEY FOCUS**



#### Development

Build organizational capacity to operate, grow and deliver quality programs

#### Education

Increase recruitment and deliver world leading training and education to instructors & volunteers

#### Sport

Empowerment of participants thru Sport for Life and competitor development

#### **Business**

Foster organizational sustainability of local, regional, provincial and National CADS organisations

## **DEVELOPMENT**



Organisational Capacity



Grow & Deliver Quality
Programs



Provide Tools & Services for CADS Network



## CADS DEVELOPMENT

# Organizational Capacity

#### Grow & Deliver Quality Programs

#### Provide Tools & Services for CADS Network

- Director & Officer Liability Insurance
- Membership Insurance
- Risk Management
- Advocacy

- Governance
- Human Resources
- Capacity

- IT Development and implementation of the Snowline Portal ~ A program software design specifically for the snow industry that facilitates the day to day operation of CADS programs and snow schools
- Goalline membership management & support



# CADS EDUCATION

#### World leading Training

- Delivery of detailed training & certification curriculum
- Evaluations &
   Certifications done by the
   top certified CADS
   Course Conductors
- Need Specific Certifications
- Curriculum and training oversite by National Technical Committee

#### Volunteer & Instructor Education

- Volunteer training
- CADS Instructor training
- Professional development opportunities
- Environmental Stewardship program
- Need specific education

# Research & Development

- Creation of resources
- Technical Research & Development
- Academic Research & Development
- Recruitment & Retention initiatives
- Course Conductor development & growth

## **SPORT**



Long Term Participant and Athlete Development



Sport Development



Program Development



## **CADS SPORT**

# Long Term Participant & Athlete Development

- Active for Life opportunities
- Fostering athlete development – Paralympic
- Detailed education & training
- Need specific training
- Long-Term development in sport and physical activity
- Developing physical literacy

# Sport Development

- Development and training of the foundations of adaptive skiing & snowboarding
- Progression along the CADS pathway
- Professional development opportunities
- Environmental Stewardship program
- Outreach to develop Adaptive Snowsport accessibility

# Program Development

- Integrate quality
  Snowsports into grassroot
  programs
- Adaptive equipment accessibility
- Develop instructors to meet the needs of participants & athletes
- Encourage community involvement, volunteerism and leadership
- Annual Ski & Snowboard Festival

8

# **BUSINESS**



Increase Sustainability



**Partnerships** 



**Fund Development** 



## **CADS BUSINESS**

#### Increase Sustainability

- Economic Initiatives
  - Delivery performance
  - Improve effectiveness and efficiency
- Environmental initiatives
  - Sustainable operations practices
  - Environmental stewardship program
- Social Initiatives
  - Training & Post evaluation analysis
  - Maintaining skilled and world leading trained instructors

#### **Partnerships**

- Develop partnerships programs across Canada
- Develop organisational partnerships and collaborations
- Pro and membership deals to encourage and retain volunteers & Instructors
- Develop partnerships between CADS and snow resorts across Canada

#### Fund Development

- Sponsorships
- Fundraising
- Grants
- Bursaries
- Charity donations
- Development of ski & snowboard industry training & certifications

# WE SUPPORT PEOPLE WITH



Visual Impairments



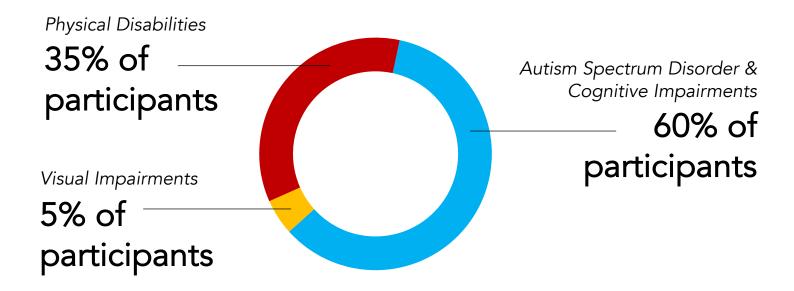
Physical Impairments



Autism Spectrum Disorder & Cognitive Impairments



# CADS Athletes & Students based on disability



# VISUAL IMPAIRMENTS



# AUTISM SPECTRUM DISORDER COGNITIVE IMPAIRMENTS







# **SMILES**







## **CADS NETWORK**



CADS Certification Pathway

CADS Modules & Levels

CADS Certification Stats

CADS Certification Fees

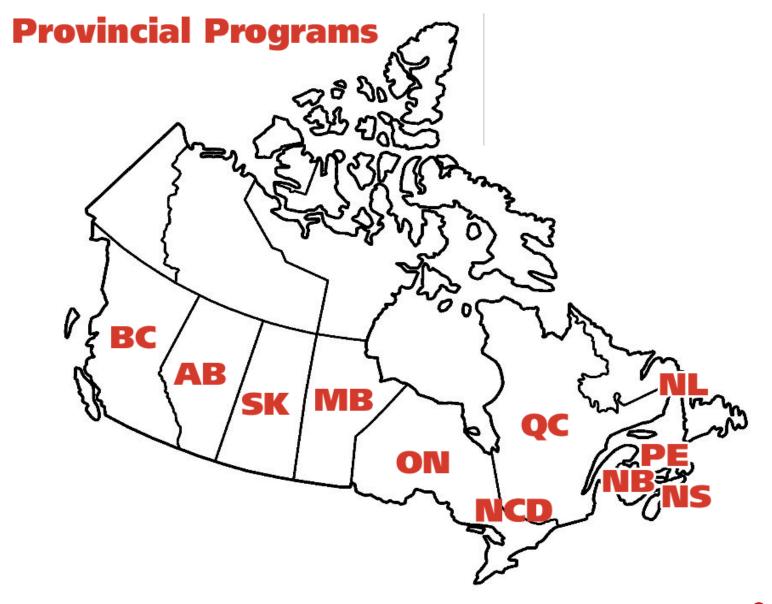
CADS Annual Ski & Snowboard Festival

**CADS 2019-2020 Projects** 

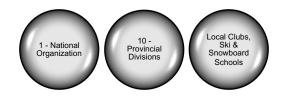
CADS Inspirations

CADS Sponsors





## CADS Network



#### **CADS Alberta**

- Alliance
- · CADS Calgary
- CADS Cold Lake
- CADS Crowsnest
- CADS Edmonton
- CADS CADS Grande Prairie
- CADS Lethbridge
- Red Deer
- Rocky Mountain Adaptive Sports Center
- Jasper Wilderness Access Committee
- Tawatinaw (Westlock)

#### **CADS Saskatchewan**

- Mission Ridge
- Regina Alpine Adaptive Ski Program
- SASK Adaptive Snow Club

#### BCAS - BC Adaptive Snowsports

- Adaptive Sports at Sun Peaks
- Baldy Blue Jays
- Caledonia Adaptive Snowsports Society
- EKAS East Kootenays Adaptive Snowsports (Kimberley)
- F.I.R.E. Fernie Adaptive Snowsports
- Northern Adaptive Sports Program Smithers
- PASS Panorama Adaptive Snowsports
- Powder Hounds (Big White)
- Red Mountain Adaptive Snowsports
- Revelstoke Adaptive Snowsports Love It Live IT
- Sasquatch Mountain Resort
- SSASS Silver Star Adaptive Snowsports
- VASS Vancouver Adaptive Snowsports
- VISAS- Vancouver Island Society for Adaptive Snowsports
- WASP Whistler Adaptive Sports Program
- Kimberley Adaptive Skiers Association

#### **CADS Manitoba**

Asessippi

#### CADS National Capital Division

- CADS.- Calabogie Peaks
- CADS Mont Cascades
- CADS Mont Pakenham
- CADS Ski Hawks
- Sommet Edelweiss
- CADS winter Sport Clinic
- Black Diamond & Para Race

#### **CADS New Brunswick**

- GRADS (Capital Region)
- SEF (Southeast Fundy)
- Waska Ski (Edmonston)

#### **CADS Nova Scotia**

- Ben Eoin
- Martlock
- Wentworth

#### CADS Newfoundland & Labrador

- EAST White Hills
- St. John's Disabled Skiing
- Corner Brook Association for Disabled Skiing
- Smokey Mountain

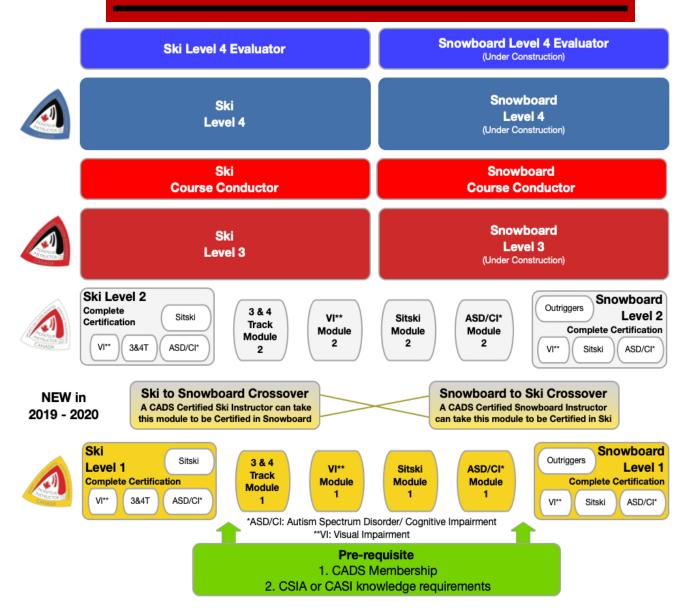
#### **CADS Ontario**

- Brimacombe/Durham
- Horseshoe ( Huroria)
- LTR Learn to Race
- Mansfield
- Searchmont
- Sir Sams
- Snow Valley
- · The Heights
- Para Team Alumnae OPAST (Provincial Team)

#### **CADS Quebec**

- Avalanche
- · Centre plein air Mont Kanasuta
- Le Massif
- Mont Gleason
- Mont Habitant
- · Mont Saint Anne
- Mont Tremblant
- Mont Video
- Morin Heights
- Saguenay LSJ
- Stoneham
- Val St-Come
- FSHQ Grand Fond
- Formation universitaire en sport de glisse adapté
- · Parc Mont Comi
- FSHQ Parc St-Mathieu
- SAM Ski Adapte Mauricie
- Fondation des Skieurs Handicapes du Quebec

# **CERTIFICATION PATHWAY**





#### ASD/CI

Curriculum designed for participants with Autism Spectrum Disorder and/or Cognitive impairments

#### **SITSKI**

Sit-Ski is a sled like apparatus used by students who cannot remain upright for any of a number of reasons. The module teaches the instructor to control a student in a SitSki and the skills necessary to ski independently.

#### VI

Visually
Impaired discipline
teaches the specialized
skills required to work with
students who have sensory
impairment.

#### 3 – 4 TRACK

3 - 4 Track refers to the use of outrigger ski poles used by students who with physical impairment to the legs or lower body, or overall weakness that requires the use of specialized mobility equipment.



#### Level 1

Level 1 consists of: Personal ski improvement and teaching progression (based on Canadian Ski Instructors' Alliance format), use of teaching aids and adaptive equipment (i.e., outriggers, ski bras, harness, sit ski) basic safety procedures, lesson format and follow-up.

#### Level 2

Candidates must be prepared to teach any disability and are given a teaching scenario to cover the following:

- student evaluation
- beginner progression
- adaptive equipment
- safety precautions
- progression of student

#### Level 3

CADS Level 3 Certification, Knowledge and Demonstration will be involved in teaching intermediate ski/snowboard lesson to a student at the CSIA Consolidation level. This includes a full day of teaching CSIA intermediate and advance parallel as well as advance short radius. Instructors will be taught to integrate this knowledge into all discipline.

#### Level 4

CADS Level 4 instructor training courses are held throughout the provinces for people wishing to learn and improve their skills as instructors for people with disabilities.

## Course Conductors Levels



#### Level 1 CC

Level 1 Course Conductor has completed the Level 3 CADS certification and has met expectations in the level 1 CC evaluation. Level 1 CC's are able to teach and evaluate new CADS Instructors for their level 1 module or complete certifications.

#### Level 2 CC

Level 2 Course Conductor has completed the Level 3 CADS certification, Level 1 CC certification and has met expectations in the level 2 CC evaluation.
Level 2 CC's are able to teach and evaluate Level 1 CADS Instructors to obtain their level 2 module or complete certifications.

#### Level 3 CC

Level 3 Course Conductor has completed the Level 3 CADS Certification, Level 1 CC, Level 2 CC certification and has met expectations in the level 3 CC evaluation. Level 3 CC's are able to teach and evaluate Level 2 CADS Instructors for their level 3 complete certifications.

#### Level 4 Examiner

Level 4 Examiners have completed all of the CADS Certifications and have met expectations in all levels. Level 4 examiners are able to teach and evaluate all levels of CADS Instructors for module or complete certifications.

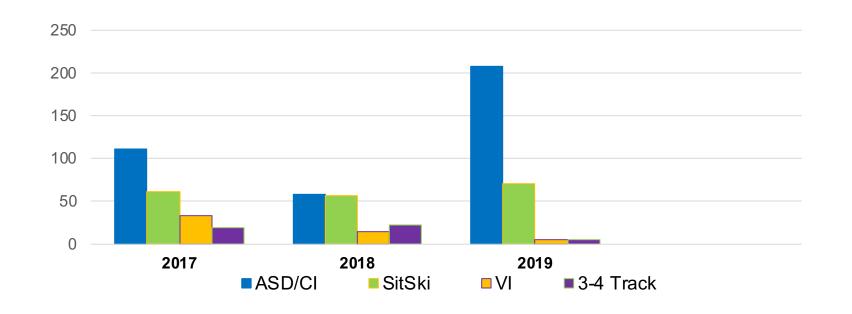
# Instructor Module Certifications over the years





Level 1 Module Certifications	2017	2018	2019
ASD/CI	111	59	208
SitSki	62	56	71
Visually Impaired	34	14	5
3 – 4 Track	20	23	6

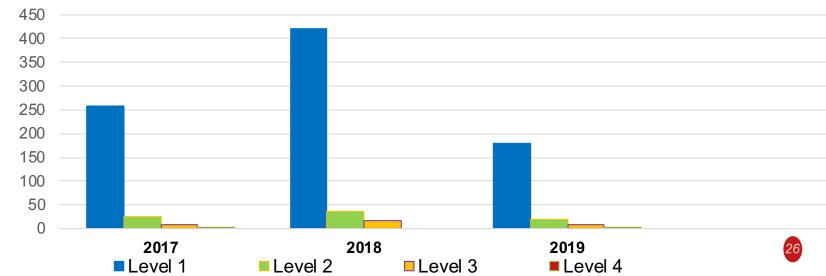
Level 2 Module Certifications	2017	201 8	201 9
ASD/CI	58	22	17
SitSki	9	1	3
Visually Impaired	16	7	11
3 – 4 Track	0	1	6



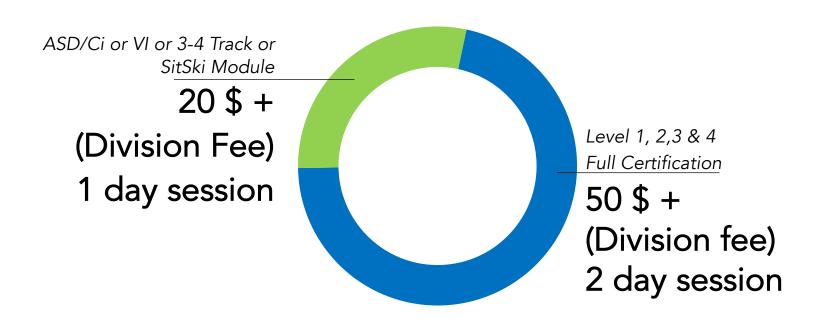
# Instructor Full Certification Numbers



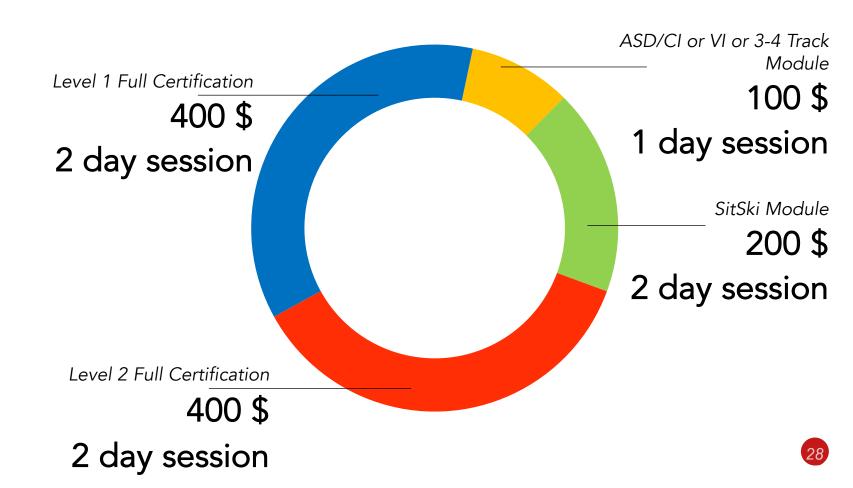
Full Certifications	2017	2018	2019
Level 1	258	420	179
Level 2	26	36	19
Level 3	8	16	8
Level 4	1	0	2



# CERTIFICATION COSTS for CADS Program Volunteer Instructors



# CERTIFICATION COSTS for Snow School Professional Instructors



#### **CADS** Goal

To have 1 CADS certified Instructor at every snow resort across Canada. Giving everyone with a disability the opportunity to access CADS Certified skiing & Snowboarding training.

#### **Educational Development**

Certifications for snow resorts are given by CADS National best Course Conductors.

\* CADS certifications are recognized in the CSIA training pathway and is worth 10 education credits

#### Professional Development

By adding a CADS Certification to a snow professionals qualifications it gives them the necessary tools to conduct certified adaptive sessions at their snow resort thus making the resort an inclusive and accessible environment for people living with disabilities'.

### Membership Partnerships

Becoming a CADS Instructor also allows you to become a dual or a multi member with CSIA, CASI, CS, ACA and or CANSI. Giving you the opportunity to take part of huge savings on your annual memberships and pro-deals.

# Snow School Professional Certification







## ANNUAL SKI & SNOWBOARD FESTIVAL



Week Long Event



Beginner, Intermediate, Expert & Competitive Participants



Awards Ceremony & Banquet



Athlete & Sport Development



Skill Development



Professional Development



## CADS SKI & SNOWBOARD FESTIVAL

#### Week Long Event

#### Beginner, Intermediate, Expert & Competitive Participants

#### Awards Ceremony & Banquet

- Festival week runs from Sunday to Friday
- ON Snow Activities
- OFF Snow Activities
- Opening Ceremony
- Daily Après Ski's
- Activities for youth -Movie Nights - Bingo Night
- Race Day
- Awards Ceremony & Banquet
- Closing Ceremony

- Beginner and Intermediate lessons are given each morning for participants who are new to CADS and for existing CADS Students
- Expert & Competitive Participants (Black Diamond Students) receive lessons each morning and 3 afternoon sessions during the week.
- Athletes / Students no matter what level of skiing or snowboarding have the opportunity to participate in Race day.

- Each year there are nominees from across Canada for the 10 prestigious awards presented by CADS at the awards ceremony at Festival.
- Participation certificates and medals are awarded to the outstanding students/athletes at Festival
- Guests are welcomed and encouraged to visit and bid at the silent auction that is open during the Award Ceremony & Banquet.



#### **CADS SKI & SNOWBOARD FESTIVAL**

# Athlete & Sport Development

- Festival creates Active for Life opportunities
- Fosters athlete development
   Paralympic
- A full week of detailed education & training
- An introduction to Long-Term development in sport and physical activity
- Develops physical literacy
- Development and training of the foundations of adaptive skiing & snowboarding

#### Skill Development

- Athletes / Students have the opportunity to develop their skills further during Festival
- Ski skill development sessions are available during the afternoons for Volunteers and Instructors whom wish to improve their skills
- Snowboard skill development sessions are available during the afternoons for Volunteers & Instructors who wish to improve their skills

# Professional Development

- CADS Instructors are able to advance their Instructor certifications with a variety of different certification sessions available.
- Workshops are available for Instructors and CADS Programs to learn about proper maintenance on adaptive equipment and ski & Snowboard maintenance

# **CADS PROJECTS**

Soldier On Project

**Snowline Project** 

Snowboard Industry Integration Project

Membership & Pro-Deal Project



























# Soldier On Project



#### Soldier On & CADS Goal

To develop a relationship between the CADS program and the Soldier On centers across Canada. CADS will work with Soldier On to make adaptive skiing and snowboarding accessible to them across all Soldier On centers in Canada.

# **Educational Development**

CADS & Soldier On will develop programs to offer veterans to develop their skills to stay active for life and to and the opportunity for long term development

# Professional Development

CADS will explore the possibilities of creating an Instructor training for veterans who wish to develop their professional skills and become CADS certified Instructors.

# Membership Partnerships

Becoming a CADS Member will give Soldier On members access to different CADS programs and events across Canada and the ability to participate in the Annual Ski & Snowboard Festival. It will also give members access to membership and pro deals.

#### **CADS Goal**

To develop and integrate a national program that encapsulates the needs of CADS divisions and CADS Programs / Clubs daily operations, along with National membership and Instructor Certification tracking.

National/Divisions/Clubs have the ability to create lesson plans, accurately match instructors to students based on levels of certifications and experience and student requirements. Keep lesson notes on students so everyone can be up to date at each lesson. Track documentation from Criminal background checks, medical forms, certifications and results. Collect payments for memberships, courses, events, lessons, sessions, camps, trips, donations, fundraising, sales and rentals.

# **Snowline Project**



# **Snowboard Industry Integration Project**



# CASI



#### **CADS Goal**

To develop and integrate a national program that introduces CADS to the snowboard industry to encourage Volunteer and Instructor participation with CADS Programs / Clubs.

## **Educational Development**

Snowboard Volunteers and Instructors have the opportunities to continue their education and advance through the educational pathway that has been designed specifically for Snowboarding.

# Professional Development

To encourage Snowboard professionals to develop their professional skills further to include adaptive snowboarding so they can offer adaptive snowboarding at their snow resort.

# Membership Partnerships

CADS has developed partnerships with CASI and CS to introduce CADS and CADS memberships to their members offering them discounted pricing and huge savings when renewing their dual or triple memberships.

Becoming a Dual or Triple member you can take advantage of the Shred Hookups from Canada Snowboard that offers you many discounts on your favorite brands.

# Membership & Pro Deal Project

# **CADS** Goal

To foster relationships with ski and snowboard companies and ski & snowboard organisations to create discounts and incentives for CADS members, Certified Instructors and CADS Programs and Divisions.





















# CADS INSPIRATIONS

"My son Jamie participates in CADS because he needs a little extra help on the hill. CADS has helped him get past the challenges of autism and find freedom and success on the hill. CADS has been a life changer not only for Jamie, but for our whole family!"

#### - Jamie's Mom

"I loved getting to meet all sorts of different people, and getting to know my CADS Ski Instructors at Festival. They were so kind, helpful, and so much fun to be around. Now... let's talk about that award. Canadian Skier of the year! Never in a million years did I think I would receive an award like that in my life. I still struggle to wrap my mind around it! It was a great honor, and certainly a huge surprise."

#### - Kate Gibbs

"I keep coming back to volunteer for CADS year after year because of the amazing contribution I can make to people's lives."

Scott





"I have witnessed how much joy your program brings to kids and their families."

- Chris Maxemuck

"I began volunteering for the CADS Board of Directors after being a participant and student for years. While I have a visual impairment, with a bit of extra guidance I can navigate the hill safely. CADS has given me the freedom to explore the hill and enjoy Canada in its snowy glory and develop great connections. Working on the national board has been my way to give back to the organization that has helped me so much."

- National Board Member

2015

"The "all inclusive nature" of the CADS organization (Instructors, volunteers, athletes and families) are diverse, and we truly felt that all were inclusive. There seemed to be no judgement of others. This is something most groups strive for, but as you know rarely can achieve."

Karen and Brad Benoit

# **CADS SPONSORS**

Lesley Binnion Foundation Mackenzie Financial Investments Province of British Columbia Winsport, AB Calabogie Peaks Resort, ON











## CADS DONORS

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Miller Hudak Juliet Pinter

4Imprints

Lisa Mueller Frank Rosica Roland Vachon Lee Ciupa

Ethan Cheung Madelyn Doody Anita Lipman Tom Palsson Alexa Stacey

Daniel Gallant Erin Clark Jane Fyfe

# Thank You!

Become a CADS Volunteer

Become a CADS Certified Instructor

Become a Skier!

Become a Snowboarder!



Donate to CADS Today!



#### Formulaire De Don ~ Donation Form

Pour faire un don en linge consultez <u>www.cads.ski</u> To make a donation online please visit: <u>www.cads.ski</u>

#### **Don Individuel ~ Individual Donation**

M/Mr

Mme/Ms



Prénom/First Name:	Nom/Name:
Adresse/Address:	
Ville/City:	Province:
Code Postal/Postal Code:	Tél:Tel:
Courriel/Email:	

#### Don par cheque / Donation by cheque

Paper check, By Mail

CADS National 32 Ancolies Saint Anne des Lac, Quebec JOR 1B0





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#### **Don Individuel ~ Individual Donation**

M/Mr

Mme/Ms



Prénom/First Name:	Nom/Name:
Adresse/Address:	
Ville/City:	Province:
Code Postal/Postal Code:	Tél:Tel:
Courriel/Email:	

#### Don par cheque / Donation by cheque

Paper check, By Mail

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